

Unallowable Activities

- ◆ Activities that **fall outside the scope** of the approved grant, measures, and position description (unless amended and activities fall in line with grant and measures)
- ◆ Member **Training that exceeds the 20 percent aggregate rule**

Unallowable Activities

- ◆ Federal and State Assistance that serves as the sole activity of a member - “for the **sole purpose of referring individuals to Federal assistance programs or State assistance programs** funded in part by the Federal Government.”
- ◆ Activities that would **violate the non-duplication and non-displacement requirements**

Unallowable Activities

a. Nonduplication

Corporation assistance **may not be used to duplicate an activity that is already available** in the locality of a program. And, unless the requirements of paragraph (f) of this section are met, Corporation assistance will not be provided to a private nonprofit entity to conduct activities that are the same or substantially equivalent to activities provided by a State or local government agency in which such entity resides.

Unallowable Activities

b. Nondisplacement

- i. An employer **may not displace an employee or position, including partial displacement** such as reduction in hours, wages, or employment benefits, as a result of the use by such employer of a participant in a program receiving Corporation assistance.
- ii. An organization **may not displace a volunteer** by using a participant in a program receiving Corporation assistance.
- iii. A service opportunity will **not** be created under this chapter that will **infringe in any manner on the promotional opportunity** of an employed individual.

Unallowable Activities

- b. Nondisplacement (continued)
 - iv. A participant in a program receiving Corporation assistance **may not perform any services or duties or engage in activities that would otherwise be performed by an employee** as part of the assigned duties of such employee.
 - v. A participant in any program receiving assistance under this chapter **may not** perform any services or duties, or engage in activities, that—
 - 1. Will **supplant the hiring of employed workers**; or
 - 2. Are services, duties, or activities with respect to which an individual **has recall rights pursuant to a collective bargaining agreement or applicable personnel procedures.**

Unallowable Activities

b. Nondisplacement (continued)

vi. A participant in any program receiving assistance under this chapter **may not perform services or duties that have been performed by or were assigned to any—**

1. Presently employed worker;
2. Employee who recently resigned or was discharged;
3. Employee who is subject to a reduction in force or who has recall rights pursuant to a collective bargaining agreement or applicable personnel procedures;
4. Employee who is on leave (terminal, temporary, vacation, emergency, or sick); or
5. Employee who is on strike or who is being locked out.

Unallowable Activities

- **Using Team Leaders in a staff capacity** i.e. supervising members, program development and coordination, signing member timesheets, evaluating member performance, disciplining AmeriCorps members, enrolling/dismissing AmeriCorps members, writing and/or signing program reports, managing the program's payroll and budget, to name a few.

Unallowable Activities

- **Raise funds for living allowances or for an organization's general (as opposed to project) operating expenses or endowment;**
- **Write a grant application** to the Corporation or to any other **Federal agency.**
- Spend **more than 10%** of term of service performing **fundraising activities** - focused ONLY on raising resources directly in support of program service activities
- Such **other activities** as **CNCS** may determine unallowable